

#13 RX/TX Bargaining Update UC SAN DIEGO (FULL REPORT)

UC continues to stall on our wages, working conditions, and pensions

UC's chief bargainer started day one of the UCSD bargaining session by noting how long bargaining has gone on, and yet, UC remains unwilling to honor the reasonable demands of UPTE members.

“The university maintains its position” was repeated often by UC representatives to deny UPTE members a fair contract and prolong the bargaining process. Each effort by UPTE bargainers to discuss the issues that UPTE members have raised was met with the UC chief bargainer's assertion that UC “stands firm” on its position. Does this sound like a willingness to bargain? We think not!

Of the articles passed by UC's bargainers on day one, their resistance to hearing UPTE's issues with the Grievance Procedure article is particularly upsetting. UC's bargainers have been unwilling to hear or heed the union's concerns about sexual violence and sexual harassment complaints. UC wants to limit victims' rights to choose the route of investigation, by forcing employees into a Title IX process (which is not legally mandated), and denying them the right to the grievance process.

UPTE has offered a number of alternatives to first and foremost honor the needs and wishes of our members, but UC “stands firm” in valuing their policy and the “machine,” as one UC representative put it, over what our members want. Are we supposed to trust the same system that consistently undermines our members to properly handle this issue? There are many accounts of UC protecting itself over its employees and we refuse to concede when it comes to supporting the empowerment of our members.

In every proposal UPTE passes to UC, we are fighting for fair wages, a secure pension, and safety and security for our members. UC has not listened to the countless stories from members

visiting the bargaining sessions and continue to resist us on simple requests from UPTE, such as stronger language in the contract to protect members' rest periods.

Although UC's chief bargainer stated that "we are very far apart" with our compensation proposals, UC has failed to provide us an offer of more than 2%, which is insulting to our hardworking members. When we challenged UC to provide a uniform standard for fair and equitable treatment and pay for our members across campuses, specifically related to shift differentials, we were told that "the university seeks to maintain those differences."

This is unacceptable. We know our collective power and we will not be dehumanized and devalued. We will continue to fight and mobilize, and together we will win the contract that we deserve!

UC San Diego employees testify at bargaining session

Two members who have assignments at sea came to day two of our UCSD RX/TX bargaining session to discuss Remote Location Allowance policy issues. UC did not accept UPTE's policy proposal. They offered what they thought would be a more "simple" and less "arcane" policy. When members brought up concerns about UC's proposal negatively impacting their take-home pay and their time off after many days at sea, UC said they did not want to "get in the weeds" and "it can all depend." These are not acceptable answers to serious concerns raised by our members.

UPTE members showed up and showed out for our contract! They entered the room powerfully chanting "What do we want? Contract! When do we want it? Now! If we don't get it? Shut it down!" Members shared stories about feeling undervalued and disrespected by UC, and pushed UC to answer for the mistreatment of our members. UC repeated their measly "2%" wage increase and when asked about the threat to our pension, UC stated "we simply want to offer employees a choice." We choose to protect the security of our pension.

UPTE members ended the session summarizing their reasonable demands of fair pay, market adjustments to recruit and retain staff and chanting “If we don’t get it? Shut it down!”

RX/TX contract proposals discussed

Article 1 Access - UC maintains they only need to give employee information to UPTE “if known.”

Article 2 Agreement - UC proposed current contract language

Article 6, 7, 8, & 13 - UC gave a “verbal response” to UPTE’s most recent proposal

Article 16 - UC has “no interest in meeting and conferring with UPTE”

Article 27, 28, 29 & 31- UC gave a “verbal response” to UPTE’s most recent proposal

Article 38, 39, 40 & 41- UC gave a “verbal response” to UPTE’s most recent proposal

passed by UPTE

Articles 1, 5, & 32

RX/TX is in “status quo”- BE AWARE

During “[status quo](#)” virtually all of the contractual terms and conditions of employment must remain in effect, including benefits and work conditions. If your manager tries to change any work conditions, notify UPTE promptly so that we can file an Unfair Labor Practice (ULP) against UC. ULP charges can be used to correct the violation and as leverage during negotiations to get a fair contract.

We will need actual documentation of the status quo change, so please forward any documentation (emails, memos, meeting notes, etc.) you get to UPTE. Don't refuse to do the work or make the change, even if it may well be a status quo violation. Do make notes with dates, times and who directed the changes. Contact your UPTE representative with questions.

- Find your local bargaining reps [here](#).
- See examples of status quo violations [here](#).
- If you would like an UPTE representative to come and speak to your group in the workplace, please [contact Dan Russell](#), UPTE executive vice president to set up a local meeting.

UPTE is a member-run union

Show your support for a stronger contract, equity adjustments, shift differentials, stipends, market wages and maintenance of benefits at future HX bargaining dates:

- March 22-23 UC Los Angeles - HX
- No April dates at this time

You can read past bargaining reports here: <http://www.upte.org/rx-tx-hx/>

Visit our [UPTE website](#) for updated information and our UPTE-CWA [Facebook](#) page for videos from our bargaining sessions.